

2008 Agency, MSFC and OHC Goals, Objectives, and Metrics

Agency Goals and Objectives (MSFC has 6 of 6)

Flying the Shuttle as safely as possible until its retirement, not later than 2010.

Bringing a new Crew Exploration Vehicle into service as soon as possible after Shuttle retirement.

Developing a balanced overall program of science, exploration, and aeronautics at NASA, consistent with the redirection of the human spaceflight program to focus on exploration.

Establishing a lunar return program having the maximum possible utility for later missions to Mars and other destinations.

Completing the International Space Station in a manner consistent with our International partner commitments and the needs of human exploration.

Encouraging the pursuit of appropriate partnerships with the emerging commercial space sector.

MSFC Objectives

Center Director's Performance Objectives: Lead MSFC by providing executive guidance and institutional support to its programs, projects, and research activities in support of the U.S. Space Exploration Policy and NASA's identified strategic goals. Provide institutional engineering, independent technical assessment, and safety and mission assurance to programs and projects. Develop, implement, and sustain ground facilities and infrastructure and maintain and enhance Center human capital including core competencies, succession planning, and institutional engineering capabilities required to support program, project, and mission needs. Provide a healthy and safe work environment.

Associate Director's Performance Objectives: Provide executive leadership for institutional support to MSFC assigned programs, projects, and activities that support the U.S. Space Exploration Policy and NASA's identified strategic goals. Develop, implement, and sustain infrastructure, including institutional engineering capabilities, and maintain and enhance Center human capital, including core competencies, succession planning, and other Agency workforce goals required to support program, project, and mission needs. Provide a safe and healthy work environment.

OHC Director's Performance Objective

Provide executive leadership in the areas of Organizational and Leadership Development, Workforce Planning, Academic Affairs, Training and Incentives, and Employee Services aligned to the U.S. Space Exploration Policy, NASA's strategic goals, and in support of MSFC assigned programs, projects, activities and tasks.

OHC Goals

Goal 1

Provide methods and expertise to build and develop the Center's leadership and workforce

Objective 1.1

Implement succession planning; supervisor/leadership and career development

Objective 1.2

Manage assigned educational programs to ensure alignment with the NASA Education Strategic Framework

Objective 1.3

Transition and incrementally implement the center-wide training and development investment strategy framework

Goal 2

Enhance operational excellence of human capital management

Objective 2.1

Implement actions and customer service behavior indicators to address survey results

Objective 2.2

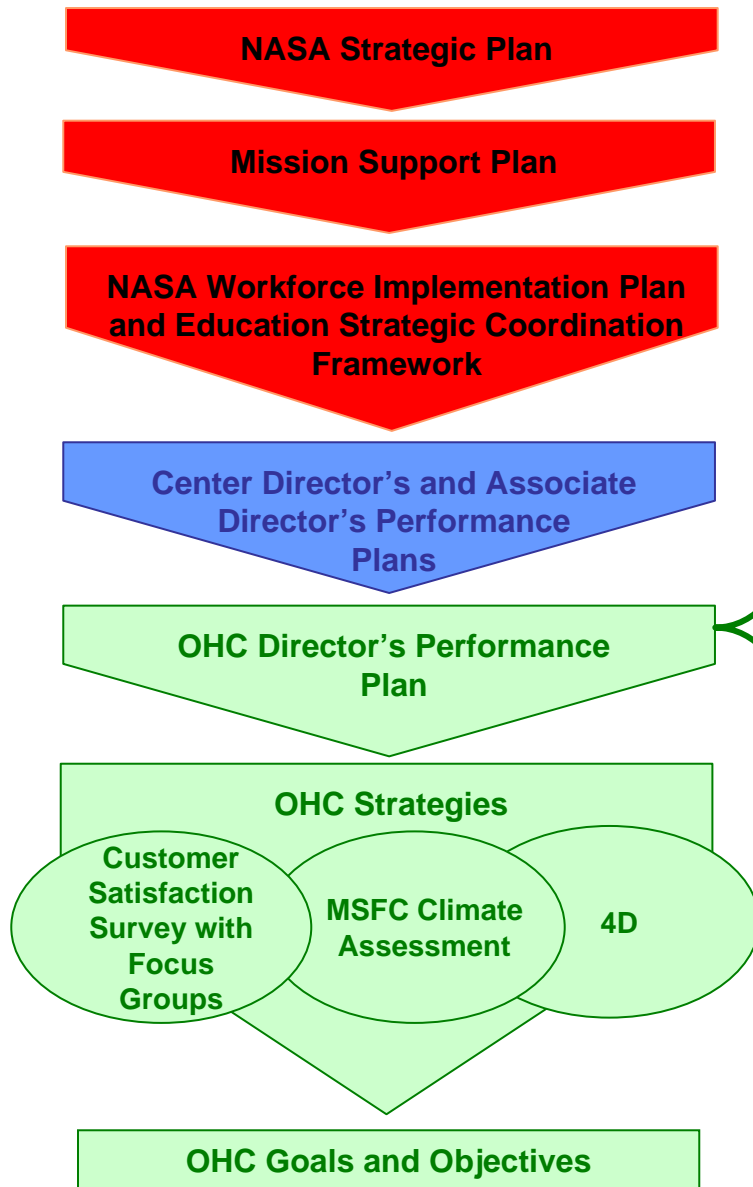
Provide for more effective integration of Center workforce management strategies into all OHC functions and services

Goal 3

Provide a strategic workforce building capability that is fully integrated across OHC and the Center

Objective 3.1

Identify specific options and initiatives to assure workforce size and capability alignment and to mitigate workforce risk factors to mission success



OHC Director's Performance Requirements

- Develop and begin implementation by September 30, 2008, a Human Capital Plan:
 - Integrating human capital approaches and services related to Shuttle/Constellation workforce transition/alignment,
 - Providing appropriate flexibilities in the application of human resources rules and regulations (e.g., position management guidelines), recognizing the changing nature of the Shuttle Program,
 - Creating a Human Capital Change Management Plan for Shuttle/Constellation transition.
- Implement by June 30, 2008, the operational phase of the Training and Development Investment Strategy model with sustainable processes, by establishing the Training and Development Roadmap for the Engineering Directorate (ED) workforce consistent with their immediate and long-term critical skills needs and enhancements.
- Implement a competency management model by June 30, 2008 that drives informed workforce decisions and integrates an analysis model that allows the Center to strategically increase the Science and Engineering term to perm ratio by one percent by September 30, 2008.